


SPIN Thematic Goal 2024



SPIN Strategic Plan 2024-2027

Why We Exist

We believe all people deserve *A Life of Possibilities*

Our Core Business

Lifespan services for families and their loved ones

- Early Intervention
- Early Childhood Education
- Transition Services
- Residential Services
- Lifesharing Services
- Employment Services
- Community Participation Supports

Where We Serve

We serve the following Counties in Pennsylvania:

- Philadelphia
- Lehigh
- Montgomery
- Delaware
- Bucks
- Northampton

Vision

A world that values, respects and includes everyone

SPIN Pillars

- People & Family First
- Professionalism always
- Performance excellence
- Highly engaged, productive employees

Hallmarks of Excellence

Accredited and Acclaimed:

- Autism Center of Excellence
- STAR 4 Early Childhood Education
- Residential Behavioral Health Program

• Top Workplace


• Employer of Choice

• Healthy Workplace

• Top Training Organization

• Cultural Excellence Award

"For there is always light, if only we're brave enough to see it. If only we're brave enough to be it."
- Amanda Gorman, *The Hill We Climb: An Inaugural Poem for the Country*







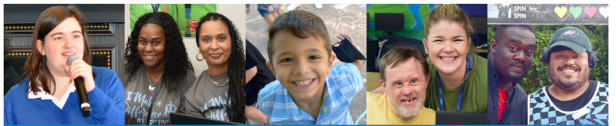
SPIN Thematic Goal & Action Plan 2023-2024

A Healthy Organization where People Thrive

Action Plan

- Wellness**
 - Create an environment where everyone belongs and feels valued for who they are
 - Promote full healthy lifestyles
 - Strengthen organizational financial wellness
 - Prepare for Selective Contracting and Value-Based Payments
- Learning & Development**
 - Invest in career path opportunities for advancement and quality services
 - Transition to a continuous learning & development framework
 - Recommit to teaching and following the Code of Professional Conduct
- Quality**
 - Unite Children's Programs
 - Rebuild, grow, and develop core services
 - Recruit, retain, and develop a qualified, engaged workforce
 - Maximize safety, quality, and productivity in the post pandemic work environment
- Relationships**
 - Achieve a successful leadership transition
 - Value and respect the resources of people, time, and finances to achieve the mission
 - Advocate for increased investment and flexibility in services through relationships with government leaders
 - Increase number of donors and donor revenue
 - Build our brand on print, web, and social-media platforms



SPIN

Lead with a People & Family-First Mindset to Achieve our 3-Year Priorities

Priorities: 2024-2027

- Increase capacity and delivery of all core services
- Recruit, retain, and develop an engaged workforce dedicated to delivering high quality services
- Build future high-performing leaders at all levels
- Increase revenue and resources to grow and strengthen service provision and quality
- Embed diversity, equity, inclusion, and belonging into every facet of the organization
- Strengthen culturally competent, trauma-informed practices
- Maximize health, safety, and productivity across all services and workplaces
- Invest in People-First and organizational technology
- Prepare for value-based payment systems

"Kindness is the golden chain by which society is bound together."
- Johann Wolfgang von Goethe